



01/24/05 5437-58514-01 347451.doc

PATENT

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

**In re application of:** Scarborough et al.

**Application No.** 09/922,197

**Filed:** August 2, 2001

**Confirmation No.** 7893

**For:** ELECTRONIC EMPLOYEE SELECTION  
SYSTEMS AND METHODS

**Examiner:** Joseph P. Hirl

**Art Unit:** 2121

**Attorney Reference No.** 5437-58514-01

**CERTIFICATE OF MAILING**

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, P.O. BOX 1450, ALEXANDRIA, VA 22313-1450 on the date shown below.

Attorney  
for Applicant(s)

*G. L. Maurer*

Date Mailed January 24, 2005

COMMISSIONER FOR PATENTS  
P.O. BOX 1450  
ALEXANDRIA, VA 22313-1450

**INFORMATION DISCLOSURE STATEMENT PURSUANT TO  
37 C.F.R. § 1.97(c)**

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language documents and a CD-R containing video files. Applicants respectfully request that these documents and video files be listed as references cited on the issued patent. This Information Disclosure Statement ("IDS") is being mailed before Applicants received a final action, a notice of allowance, or an action that otherwise closes prosecution in the referenced application.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163).

Applicants will provide copies of such patents or applications upon request.

02/01/2005 MBLANCO 00000001 09922197

02 FC:1806

180.00 OP

Submitted herewith is a check for \$180.00 as required by 37 C.F.R. § 1.17(p) for filing this IDS in compliance with 1.97(c).


Please charge any additional fees which may be required in connection with filing this IDS, or credit any overpayment, to Deposit Account No. 02-4550. A duplicate copy of this sheet is enclosed.

The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

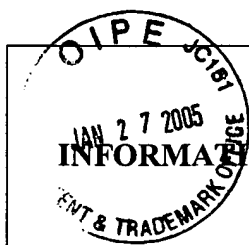
KLARQUIST SPARKMAN, LLP

By

  
\_\_\_\_\_  
Gregory L. Maurer  
Registration No. 43,781

One World Trade Center, Suite 1600  
121 S.W. Salmon Street  
Portland, Oregon 97204  
Telephone: (503) 595-5300  
Facsimile: (503) 228-9446

cc: Docketing



# INFORMATION DISCLOSURE STATEMENT BY APPLICANT

Attorney Docket Number	5437-58514-01
Application Number	09/922,197
Filing Date	August 2, 2001
First Named Inventor	Scarborough
Art Unit	2121
Examiner Name	Joseph P. Hirl

## U.S. PATENT DOCUMENTS

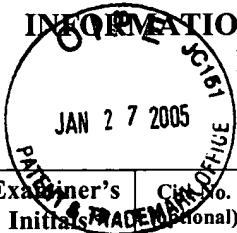
Copies of U.S. Patent documents do not need to be provided, unless requested by the Patent and Trademark Office. For patents, provide the patent number and the issue date. For published U.S. applications, provide the publication number and the publication date. For unpublished pending patent applications, provide the application number and the filing date.

Examiner's Initials*	Cite No. (optional)	Number	Publication Date	Name of Applicant or Patentee
		5,722,418	March 3, 1998	Bro
		5,980,096	November 9, 1999	Thalhammer-Reyero
		2001/0031457 A1	October 18, 2001	Pfenninger et al.
		6,311,641 B1	October 30, 2001	Ogden
		2001/0042000 A1	November 15, 2001	Defoor, Jr.
		2002/0019940 A1	February 14, 2002	Matteson et al.
		6,466,914 B2	October 15, 2002	Mitsuoka et al.
		6,493,723	December 10, 2002	Busche
		6,681,098 B2	January 20, 2004	Pfenninger et al.
		5,490,097	February 6, 1996	Swenson et al.
		5,551,880	September 3, 1996	Bonnstetter et al.
		6,115,646	September 5, 2000	Fizman et al.
		6,126,448	October 3, 2000	Ho et al.
		6,735,570	May 11, 2004	Lacy et al.

EXAMINER  
SIGNATURE:


DATE  
CONSIDERED:

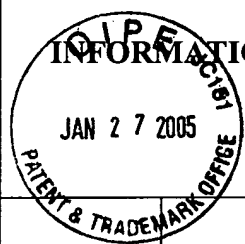
\* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.

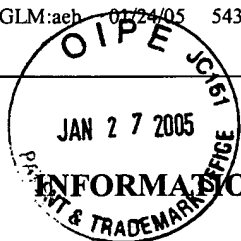
		Attorney Docket Number	5437-58514-01
		Application Number	09/922,197
		Filing Date	August 2, 2001
		First Named Inventor	Scarborough
		Art Unit	2121
		Examiner Name	Joseph P. Hirl
Examiner's Initials	Ch. No. (National)	<b>OTHER DOCUMENTS</b>	
		"ASSESS Expert System/Bigby, Havis & Associates, Inc.," page archived from <a href="http://www.bigby.com">www.bigby.com</a> website, 2 pages, May 7, 1999.	
		"assesspreview: ASSESS User Site Instructions," page archived from <a href="http://www.bigby.com">www.bigby.com</a> website, 1 page, October 12, 2000.	
		"assesspreview: History of ASSESS," page archived from <a href="http://www.bigby.com">www.bigby.com</a> website, 1 page, October 11, 1999.	
		"assesspreview: Welcome to the ASSESS Internet Online Preview," page archived from <a href="http://www.bigby.com">www.bigby.com</a> website, 1 page, May 8, 1999.	
		"assesspreview: What is ASSESS?," page archived from <a href="http://www.bigby.com">www.bigby.com</a> website, 1 page, October 11, 1999.	
		"Custom Job Center," DecisionPoint Systems Hirelink Network advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		"DDI Launches Tech Spin-Off Targeting Small to Mid-Size Businesses," AdvantageHiring.com, <a href="http://www.advantagehiring.com/about/pr_DDIspinoff.asp">http://www.advantagehiring.com/about/pr_DDIspinoff.asp</a> , 2 pages, September 17, 1999.	
		"DecisionPoint Systems - Hiring Technology That Gives You A Competitive Advantage," DecisionPoint Systems HirePro™ advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		"DecisionPoint Systems - Imagine Being Able to Incorporate Your Company's Job Application, Skills Test, Background Checks and Tax Credit Paperwork Into One Simple Process." DecisionPoint Systems advertisement, 4 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		"Facts About DDI: Who We Are, What We Do," Development Dimensions International, Inc., <a href="http://www.ddiworld.com/about/pr_facts.asp">http://www.ddiworld.com/about/pr_facts.asp</a> , 3 pages, website visited on November 2, 2004.	
		"Highlights, The Bigby, Havis Newsletter: How Our Clients Use ASSESS," page archived from <a href="http://www.bigby.com">www.bigby.com</a> website, 1 page, October 8, 1999.	
		"HirePro.com - The Technology to Select The Ideal Employee Is Now Online," DecisionPoint Systems HirePro.com advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		"HirePro™ - Automated Hiring System," DecisionPoint Systems HirePro™ advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	

EXAMINER  
SIGNATURE:DATE  
CONSIDERED:

\* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.

		Attorney Docket Number	5437-58514-01
		Application Number	09/922,197
		Filing Date	August 2, 2001
		First Named Inventor	Scarborough
		Art Unit	2121
		Examiner Name	Joseph P. Hirl
		"HirePro™ Assessments - Application Assessment Tests for HirePro™," DecisionPoint Systems Assessment Series advertisement, 2 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		"HirePro™," DecisionPoint Systems HirePro™ advertisement, 1 page, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		"HirePro™," Retail Direct Mail Piece, 6 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		"How Do You Stack Up Next to Training's New Guard?" <a href="http://web.archive.org/web/19991012021341/ddiworld.com/newguard/index.htm">http://web.archive.org/web/19991012021341/ddiworld.com/newguard/index.htm</a> , Development Dimensions International, Inc., 4 pages, website archived October 12, 1999.	
		"November 18, 1997: More Firms Recruit Via the Internet," <i>The Boston Globe</i> , 2 pages, November 14, 1997.	
		"Online Recruiting Strategist," Hunt-Scanlon.com, <a href="http://www.hunt-scanlon.com/newsarchives/orsarchives/2000/jan.htm">http://www.hunt-scanlon.com/newsarchives/orsarchives/2000/jan.htm</a> , 8 pages, January 2000.	
		"PR Newswire: TekMetrics Help EDS Select Top Sales Talent Online," <a href="http://www.google.com/search?hl=en&amp;q=cache%3Awww.findarticles.com%2Fcf_dls%2Fm4PRN%2F1999_April_29%2F54502514%2Fpl%2Farticle.jhtml">http://www.google.com/search?hl=en&amp;q=cache%3Awww.findarticles.com%2Fcf_dls%2Fm4PRN%2F1999_April_29%2F54502514%2Fpl%2Farticle.jhtml</a> PR Newswire, April 29, 1999.	
		"Profitability is Built Upon Teamwork," Decision Point Data (predecessor company of Unicru, Inc.), mailed to prospective customers, 6 pages, 1997.	
		"ReportView™ - Closed Loop Reporting for HirePro™," DecisionPoint Systems ReportView™ advertisement, 4 pages, provided to potential customers by Decision Point Systems (predecessor company of Unicru, Inc.), before January 2000.	
		"Saville & Holdsworth, Human Resource Consulting: ApView™ Net," page archived from <a href="http://www.shlusa.com">www.shlusa.com</a> website, 2 pages, April 29, 1999.	
		"SHL Aspen Tree Software - Solutions for Employee Selection," page archived from <a href="http://www.aspentree.com">www.aspentree.com</a> website, 1 page, December 1, 1998.	
		"SHL-HR Support Tools, Analytical Process, Decision-Support Tech," page archived from <a href="http://www.shlusa.com">www.shlusa.com</a> website, 1 page, February 18, 1999.	
		"Solutions for Managers, Professionals and Supervisors," page archived from <a href="http://www.bigby.com">www.bigby.com</a> website, 2 pages, February 9, 1999.	
		Bylinsky, et al., "Computers That Learn by Doing," <i>Fortune</i> , Vol. 128, Issue 5, p96, 5p, 14c, 7 pages, September 6, 1993.	
		Glatzer, "Neural Networks Take on Real-World Problems," (Abstract) <i>Computer World</i> , v26, n32, p21(1), 1 page, August 10, 1992.	
		Goodwin, "As Job Seekers Turn to Net," (Brief Article) <i>Computer Weekly</i> , p6(1), February 4, 1999.	
EXAMINER SIGNATURE:		DATE CONSIDERED:	
* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.			

	Attorney Docket Number	5437-58514-01
	Application Number	09/922,197
	Filing Date	August 2, 2001
	First Named Inventor	Scarborough
	Art Unit	2121
Examiner Name	Joseph P. Hirl	
	Lawton, "Genetic Algorithms for Schedule Optimization," (Cover Story) <i>AI Expert</i> , v7, n5, p22(6), 7 pages, May 1992.	
	Scarborough, "Decision Point Systems," Presentation to potential customer, 38 pages, ten or fewer copies left with potential customer, Wilsonville, Oregon, before June 2000.	
	Scarborough, "DPDNeurotech™," Power Point Presentation given to prospective employer Decision Point Data (predecessor company of Unicru, Inc.) 32 pages, electronic copy provided to Decision Point Data., December 1998.	
	Scarborough, "Welcome, Portland State University," Presentation to about 15 people, Portland, Oregon, 20 pages, before May 2000.	
	Schwartz, "Where Neural Networks are Already at Work: Putting AI to Work in the Markets," (Abstract) <i>Business Week</i> , n3291, p136(2), 1 page, November 2, 1992.	
	Shannon, "A Mathematical Theory of Communication," Reprinted with corrections from <i>The Bell System Technical Journal</i> , Vol. 27, pp. 379-423, 623-656, 55 pages, July, October, 1948.	
	"TekMetrics to Test Skills of Computer Sciences Corp. Job Candidates Over the Internet," <i>EDP Weekly's IT Monitor</i> , Vol. 40, Issue 16, page 6, April 19, 1999.	
	Liang et al., "Theory and Methodology: Personnel Selection Using Fuzzy MCDM Algorithm," <i>European Journal of Operational Research</i> , Vol. 78, pages 22-33, 1994.	
	"Brainbench - The Skills Authority: Account Registration," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 11, 2000, 2 pages.	
	"Brainbench - The Skills Authority: Looking for Qualified candidates?," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 10, 2000, 1 page.	
	"Brainbench - The Skills Authority: Welcome to Brainbench," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 11, 2000, 2 pages.	
	"Brainbench - The Skills Authority: About Our Assessments," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 10, 2000, 2 pages.	
	"Brainbench - The Skills Authority: Brainbench Certifications™," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 24, 2000, 2 pages.	
	"Are you ready to: Are you Ready?," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived March 2, 2000, 1 page.	
	"Top Ten Scores List," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived July 1, 2002, listing scores from February 2000, 1 page.	
	"Brainbench - The Skills Authority: Frequently Asked Questions about Brainbench Certifications™," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 10, 2000, 5 pages.	
	"Legal Considerations When Using Testing: White Paper," <a href="http://www.tekmetrics.com">www.tekmetrics.com</a> website archived April 17, 1999, 3 pages.	
	"TekMetrics skills assessments & skills test & resume tracking: Frequently Asked Questions," <a href="http://www.tekmetrics.com">www.tekmetrics.com</a> website archived April 24, 1999, 3 pages.	
EXAMINER SIGNATURE:	DATE CONSIDERED:	
<p>* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.</p>		

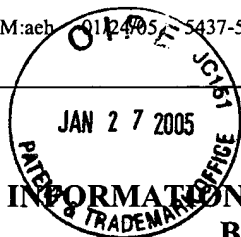


<b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b>		Attorney Docket Number	5437-58514-01
		Application Number	09/922,197
		Filing Date	August 2, 2001
		First Named Inventor	Scarborough
		Art Unit	2121
		Examiner Name	Joseph P. Hirl
		"Top 10 Test Scores Lists," <a href="http://www.tekmetrics.com">www.tekmetrics.com</a> website archived December 5, 1998, 1 page.	
		"123 Assess Demonstration," <a href="http://www.tekmetrics.com">www.tekmetrics.com</a> website archived January 28, 1999, 2 pages.	
		"Catalog," <a href="http://www.tekmetrics.com">www.tekmetrics.com</a> website archived December 6, 1998, 3 pages.	
		"Brainbench - The Skills Authority: Pricing," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 10, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Top Ten Scores List," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 11, 2000, 1 page.	
		"Brainbench - The Skills Authority: See Where You Stand," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived April 19, 2000, 1 page.	
		"Brainbench - The Skills Authority: Dear Affiliate," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 11, 2000, 3 pages.	
		"Brainbench - The Skills Authority: Sample Certificate," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 11, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Online Skills Assessment Leader Brainbench Forms Partnership With Leading Quality-Rating Services Provider," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived June 6, 2000, 2 pages.	
		"Brainbench - The Skills Authority: The Company," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 11, 2000, 1 page.	
		"Brainbench - The Skills Authority: Hear What Our Customers Are Saying...", <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 10, 2000, 6 pages.	
		"Brainbench - The Measure of Achievement: Mike Russiello," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 1, 2003, 2 pages.	
		"Brainbench - The Measure of Achievement: Completed Assessment," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 1, 2003, page.	
		"Brainbench - The Skills Authority: Privacy Policy," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 10, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Test Developer," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 10, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Test Alert," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived June 21, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Online Cert Prep™," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived June 22, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Take the Microsoft Challenge," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived March 3, 2000, 2 pages.	

EXAMINER  
SIGNATURE:

DATE  
CONSIDERED:

\* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.



# INFORMATION DISCLOSURE STATEMENT BY APPLICANT

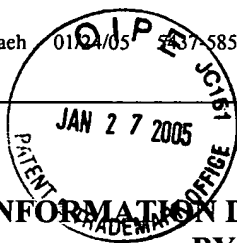
		Attorney Docket Number	5437-58514-01
		Application Number	09/922,197
		Filing Date	August 2, 2001
		First Named Inventor	Scarborough
		Art Unit	2121
		Examiner Name	Joseph P. Hirl
		"Brainbench - The Skills Authority: Assessment Center Demonstration," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 12, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Online Public Transcript for Chastity Sterling," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 11, 2000, 3 pages.	
		"Brainbench - The Skills Authority: Global E-Market Company for Skilled Services Team with World's Largest Online Certification Authority," <a href="http://www.brainbench.com">www.brainbench.com</a> website press release dated February 1, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Brainbench VP to Discuss Rapid Growth of Online Certification Industry," <a href="http://www.brainbench.com">www.brainbench.com</a> website press release dated May 2, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Microsoft Chooses Brainbench Tests to Prep the Market for Windows 2000," <a href="http://www.brainbench.com">www.brainbench.com</a> website press release dated February 17, 2000, 2 pages.	
		"Brainbench - The Skills Authority: Brainbench to Develop/ Measure Talent for BTG To Staff Major Department of Education Project," <a href="http://www.brainbench.com">www.brainbench.com</a> website press release dated February 11, 2000, 2 pages.	
		"Brainbench - The Skills Authority: FedSources, Inc. Teams Up with Brainbench for Online Skills Certification Service," <a href="http://www.brainbench.com">www.brainbench.com</a> website press release dated October 22, 1999, 2 pages.	
		"Brainbench - The Skills Authority: EDS Targets Training with Brainbench Test!," <a href="http://www.brainbench.com">www.brainbench.com</a> website press release dated March 11, 1999, 2 pages.	
		"Brainbench - The Skills Authority: Certifications Add Efficiency to the Employment Market," <a href="http://www.brainbench.com">www.brainbench.com</a> website white paper dated June 7, 2000, 4 pages.	
		"Brainbench - The Measure of Achievement: A Skills-Based Employment Market," <a href="http://www.brainbench.com">www.brainbench.com</a> website white paper dated January 24, 2000, 9 pages.	
		"Brainbench - The Measure of Achievement: The Rise of Online Certifications," <a href="http://www.brainbench.com">www.brainbench.com</a> website white paper dated January 26, 2000, 8 pages.	
		"Brainbench - The Skills Authority: Data Warehousing Specialist Certification," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived May 10, 2000, 2 pages.	
		"Brainbench - The Measure of Achievement: Javascript Certification," <a href="http://www.brainbench.com">www.brainbench.com</a> website archived April 4, 2001, 3 pages.	
		"The Odd Friday Report: 1to1® Career Opportunities," Peppers and Rogers Group, <a href="http://www.1to1search.com">www.1to1search.com</a> , February 11, 2000, 3 pages.	
		"An Applied Look at Reducing Adverse Impact by Differentially Weighting Selection Measures," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 3 pages, April 14, 2000.	

EXAMINER  
SIGNATURE:

DATE  
CONSIDERED:

\* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.





# INFORMATION DISCLOSURE STATEMENT BY APPLICANT

		Attorney Docket Number	5437-58514-01
		Application Number	09/922,197
		Filing Date	August 2, 2001
		First Named Inventor	Scarborough
		Art Unit	2121
		Examiner Name	Joseph P. Hirl
		"New Approaches to Combining Multiple Assessments for Predicting Criterion Outcomes," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 14, 2000.	
		"Predicting Sales Success: An Examination of Alternative Predictors," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 14, 2000.	
		"Automated Technologies for Biodata Prediction Systems," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 15, 2000.	
		"Applying Neural Networking Techniques to Prediction Problems in I-O Psychology," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 15, 2000.	
		"Self-Organizing Maps and Commitment Profiles," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 15, 2000.	
		"Industry of Choice," Food Service Research Forum, 41 pages, January 1997.	
		"Aspen Tree Software: The Total Solution to Employee Recruiting & Selection," Aspen Tree Software, Inc., October 27, 1997, 29 pages.	
		"CAPS-A Total Solution for Off-Site Screening and Scheduling," Demo, Aspen Tree Software, Inc., April 24, 1997, 20 pages.	
		"ApView Main Menu," Demo, Aspen Tree Software, Inc., June 13, 1997, 30 pages.	
		"Interview Guide for Tom Horn," Aspen Tree Software, Inc., June 13, 1997, 17 pages.	
		Aspen Tree Software video (Length 13:44), Aspen Tree Software, Inc., March 10, 1997, video file "ATS.avi" on CD #1.	
		Springboard video (Length 9:44), Aspen Tree Software, Inc., April 30, 1998, video file "Coopers Net.avi" on CD #1.	
		"All About ApView" video (Length 17:13), Aspen Tree Software, Inc., March 7, 1997, video file "TRAINING.avi" on CD #1.	

EXAMINER SIGNATURE:	DATE CONSIDERED:
* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.	